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A Study of the Status of Young Men's Christian Association Physical Directors and Assistant Physical Directors in the North Central area and Surrounding Areas

David Leroy Waggoner

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A STUDY OF THE STATUS OF
YOUNG MEN'S CHRISTIAN ASSOCIATION
PHYSICAL DIRECTORS AND ASSISTANT PHYSICAL DIRECTORS
IN THE NORTH CENTRAL AREA AND SURROUNDING AREAS

BY

DAVID LEROY WAGGONER

A thesis submitted
in partial fulfillment of the requirements for the
degree Master of Science, Major in
Physical Education, South Dakota
State University

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A STUDY OF THE STATUS OF
YOUNG MEN'S CHRISTIAN ASSOCIATION
PHYSICAL DIRECTORS AND ASSISTANT PHYSICAL DIRECTORS
IN THE NORTH CENTRAL AREA AND SURROUNDING AREAS

This thesis is approved as a creditable and independent investigation by a candidate for the degree, Master of Science, and is acceptable as meeting the thesis requirements for this degree, but without implying that the conclusions reached by this candidate are necessarily the conclusions of the major department.

Thesis Adviser

Date

Head, Physical Education
Department

Date

A STUDY OF THE STATUS OF
YOUNG MEN'S CHRISTIAN ASSOCIATIONS
PHYSICAL DIRECTORS AND ASSISTANT PHYSICAL DIRECTORS
IN THE NORTH CENTRAL AREA AND SURROUNDING AREAS

Abstract

DAVID LEROY WAGGONER

Under the supervision of Ervin Huether

The purpose of this investigation was to determine the status of Young Men's Christian Association physical directors in the North Central Area and other selected Young Men's Christian Associations in surrounding areas.

The following procedure was employed to obtain the data presented in this study: compilation of the mailing list; development of the questionnaire and introductory letters; mailing of the questionnaire and introductory letters; mailing of the questionnaire; and development and mailing of the follow-up letter.

As a result of the findings obtained during this investigation, the following appear warranted.

Men in the Young Men's Christian Association physical directorship profession are youthful with the largest single percentage of them being between the ages of 24 and 26.

College degrees were held by 94 percent of the physical directors and 16 of the degree holders were former public school instructors.

Salaries paid the respondents ranged from \$3,700 on a part-time basis up to \$12,500 for an administrative physical directorship position. Salary opportunities improved with certification and experience. City size was also indicated as being a determiner of salary size.

Vacation time ranged from two weeks to four weeks with regular pay.

In addition to a background of physical education, sociology, psychology, counseling, and religion courses, the respondents indicated that an understanding of finance, budgeting, and administration is desirable for a physical director.

ACKNOWLEDGEMENTS

The writer desires to express sincerest appreciation to Associate Professor Glenn E. Robinson for continued encouragement, enthusiasm, and assistance throughout the development of this study.

Appreciation is expressed to his wife for her encouragement, to Ervin Huether and William Fritz for their guidance, to the YMCA personnel in Sioux Falls, South Dakota, for their helpful suggestions, and especially to the respondents, without whom the data included in this study would not have been possible.

DLW

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Chapter I

INTRODUCTION

Background for Study

There have been many studies completed which concern the status of physical educators throughout the nation. Because of personal motives and future career inclinations, the writer of this study became interested in the status of one segment of the physical education profession which is seldom included in studies which seek status information.

This study was undertaken to reveal personal information regarding the Young Men's Christian Association physical director and his position. Included in this information are facts concerning the physical director's formal educational background, his reason for this choice of profession, the duties, responsibilities, salaries, vacation time, fringe benefits, and some of the problems encountered as a physical director.

Statement of Problem

The purpose of this study was to determine the status of Young Men's Christian Association physical directors and assistant physical directors in the North Central Area and other selected Young Men's Christian Associations in surrounding areas.

Need for Study

It is the writer's opinion, based on personal experience, that the professional status of the staff of Young Men's Christian Associations is relatively unknown. Seemingly little is known of the opportunities offered by the Young Men's Christian Association to the college graduate as a professional staff member.

It is hoped that this investigation may be of aid as a job analysis for the individual who is seeking a career in the field of physical education and/or social service.

The study may also serve as an aid to counseling services and as a guideline for academic study for interested persons planning a career in the Young Men's Christian Association.

Findings of this study may, in the author's opinion, be of value to administrators of the local and central area Young Men's Christian Association offices for recruitment of personnel, establishment of educational prerequisites, and the guidance of career hopefuls.

Limitations of Study

1. The study was limited to Young Men's Christian Associations in the North Central Area and surrounding areas.
2. Only Young Men's Christian Associations which employed a physical director or a physical director and an assistant physical director were included in this research.

Definitions

North Central Area: The geographical area of the United States, as designated by the national organization of the Young Men's Christian Association, which includes the territory of Iowa, Minnesota, eastern Montana, North Dakota, South Dakota, and Wisconsin.

Surrounding Area: The territory bordering the North Central Area which included Illinois, western Montana, Nebraska, and Wyoming.

Physical Director: The title of the individual who administers or directs the physical education program of the Young Men's Christian Association.

Certification: A satisfactory two-year induction period and the completion of thirty hours of required professional courses, as prescribed by the national organization of the Young Men's Christian Association.

Hereafter, the Young Men's Christian Association will be referred to as the YMCA. The symbol YMCA is a registered trademark of the Young Men's Christian Associations of the United States of America.

Chapter II

REVIEW OF RELATED STUDIES

Introduction

The purpose of this study was to determine the status of Young Men's Christian Association physical directors and assistant physical directors in the North Central Area and other selected Young Men's Christian Associations in surrounding areas.

In searching the literature for information concerning the professional status of the YMCA physical director, the investigator was unable to find but few studies pertinent to the subject.

Report of Pertinent Findings

Rosewarren¹, Physical Director of the Downtown YMCA in

¹Leonard Rosewarren, "The YMCA Physical Directorship," Journal of Physical Education, September-October, November-December, 1965; January-February, March-April, 1966.

Buffalo, New York, has written a continued series of articles concerned with the physical directorship and has included information as to the great need for physical educators in the YMCA. Rosewarren² wrote

²Ibid., September - October, p. 14.

concerning an important task of the YMCA:

The task ahead is to increase the quality and quantity of leadership and programs in YMCA physical education in the United States and Canada and around the world. For this we need a breed of men able and willing to go anywhere, even revelling in this universal and international approach.

Rosewarren continued by writing of the sources of professional physical directors and commented on the fact that though the sources are varied, the average period of employment of a college trained physical director is 4.4 years and one-fourth of the physical directors had been in the profession for only one year. Approximately 160 new professionals are needed annually.

In his second of a series of articles, Rosewarren³ compared

³ Ibid., November - December, p. 51.

the school physical education teacher profession with that of the YMCA physical director profession, using the following items for comparison:

Salary:

The school physical education instructor received an average annual salary of \$5400; the YMCA physical director, \$5200.

Workweek:

The school teacher works a five day week and an average of 36 hours as compared to a five-and one-half-day workweek for the physical director averaging 48 hours.

Weekly pay:

The physical education teacher received an average of \$135 a week as compared to \$108 for a physical director.

Hourly rate:	An average of \$3.75 per hour was paid to the teacher; the YMCA director received \$2.16 an hour.
Maximal extra earnings:	\$720 extra earnings may be accumulated by a school instructor as compared to \$240 with "Y" permission for a physical director.
Possible part-time earnings:	Part-time earnings may total \$400 for the teacher; the physical director may work part time only with "Y" permission.
Maximum possible year's earnings:	\$6520 may be earned by the school teacher as compared to \$5540 for 1.6 times the hours worked for the physical director.
Tenure:	School physical education teachers usually have tenure after three years in each district; the physical director's tenure is immediate generally.
Retirement Fund:	Both professions have retirement funds.
Study required:	Graduate study of three credits a year is usually required of school instructors which may or may not be subsidized. The YMCA physical director averages three credits annually on an undergraduate level which is usually subsidized. The director also has a certification requirement.

Academic status:

A graduate degree is often required within three years for the teacher; a graduate degree is desired within five years for the physical director, time and association permitting.

Likelihood of:

Three out of 10 school physical education instructors have a graduate degree as compared to three out of 20 physical directors having a graduate degree.

Graduate Study:

Graduate study is urged for school teachers to the limit of their potential with enhancing promotions; graduate study for a physical director is not likely and promotions are not particularly enhancing.

Creative Opportunity:

In school teaching, creative opportunity is good, but it is even better in the YMCA.

Hours:

The school instructor has daytime teaching hours only, and extra teaching hours (or working for a YMCA) have extra pay as compared to irregular working hours for the physical director. The YMCA physical director works anywhere from 9 a.m. to 10 p.m., extra hours with no extra pay. The hours are so irregular that they may be a family hazard.

Growth Opportunities:

Growth opportunities exist for the school teacher without distant moves. Opportunities are good for the physical director, but are best with distant moves.

Broad Geographic experience:

Chances for broad geographic experience as a school teacher are poor, but are excellent and perhaps world-wide with expenses paid for a physical director.

The 1964 YMCA Yearbook⁴ presented the 1964 salaries of all

⁴1964 YMCA Yearbook, p. 70.

physical directors in the United States with the use of the quartile method. The salaries were grouped according to the size of the city in which the YMCA was located, and then the quartiles (Q_1 , Median or Q_2 , and Q_3) were computed for each group of cities. The following city groupings and salaries according to quartiles were found:

Cities over 500,000

Q_1	\$6,050
M	\$6,900
Q_3	\$7,340

Cities 100,000 - 500,000

Q_1	\$5,367
M	\$6,200
Q_3	\$7,233

Cities 50,000 - 100,000

Q_1	\$5,800
M	\$6,300
Q_3	\$7,067

Cities 25,000 - 50,000

Q ₁	\$5,625
M	\$6,086
Q ₃	\$6,633

Cities 25,000 and under

Q ₁	\$5,100
M	\$5,483
Q ₃	\$6,040

Total of all Cities

Q ₁	\$5,510
M	\$6,150
Q ₃	\$7,040

Concerning graduate study, the 1964 YMCA Yearbook⁵ stated

⁵ Ibid., p. 45.

that there is a continuing effort to place from ten to 20 qualified YMCA physical educators in study programs for eight weeks in the world famous Cureton Physical Fitness Research Laboratory at the University of Illinois Graduate School.

Chapter III

PROCEDURE FOR OBTAINING DATA

Introduction

The mailing list, the questionnaire, the introductory and explanatory letters, mailing of the questionnaire, the follow-up letter, and the design of study are described in this chapter.

Subjects

Mailing List

The mailing list for this research was compiled through the assistance of Max W. Clowers, Associate to the Area Executive of the North Central Area, Milwaukee, Wisconsin, and the 1964 YMCA Yearbook.

A total of 76 questionnaires were included in the mailing list. All physical directors listed on the North Central Area personnel roster were included in the survey. In the North Central Area, 19 questionnaires were mailed to Iowa, 17 to Minnesota, one to eastern Montana, three to North Dakota, one to South Dakota, and 18 to Wisconsin. Questionnaires were also sent to selected YMCA's in five surrounding states which included ten questionnaires to Illinois, three to western Montana, three to Nebraska, and one to Wyoming.

The surrounding states of Nebraska and Wyoming and the area of Western Montana had a total of only five YMCA's which employed physical directors. All data obtained from these five sources was included in the study. The writer selected nine cities in the northern

area of the state of Illinois to be included in the research. Two YMCA's in Chicago, Illinois, were selected to be included in the study as a part of the surrounding area. The Chicago YMCA's were selected randomly using the table of random numbers, the only criterion for selection being that the Association employed a full-time physical director.

Instrument for Obtaining Information

The Questionnaire

Search of the literature revealed little information concerned with the status of the YMCA physical director. Because of a lack of previously completed studies which could be used as a guide for designing a questionnaire, the writer used his own interests and queries as a basis for developing the questionnaire used in this research.

Prototype copies of the questionnaire were submitted in dittoed form to YMCA personnel at Sioux Falls, South Dakota, and to staff members of the South Dakota State University department of physical education for criticisms, additional ideas, and deletions. Following final revisions, the questionnaire was mimeographed by the Printing and Journalism Department of South Dakota State University. The complete questionnaire is found in Appendix A.

To keep the information confidential, the respondent was not asked to place his name on the questionnaire, but each copy was coded with a number in the upper right hand corner of the first page of the

questionnaire for follow-up purposes. The questionnaires were numbered consecutively from one to 76.

Two letters accompanied the questionnaire. The first was a letter introducing the investigator written by S. J. Marshall, Director of Athletics and Physical Education at South Dakota State University. This letter appears in Appendix B. The second, written by the investigator, was a letter concerning the purpose of the study, an explanation of the questionnaire, and a request for cooperation. This letter appears in Appendix C.

Mailing the Questionnaire

Sixty-six questionnaires were mailed on March 30 and 31, 1966, to the North Central Area YMCA physical directors. The physical directors of YMCA's in western Montana, Nebraska, and Wyoming were mailed questionnaires April 4, 1966. The questionnaires were sent to physical directors of the selected YMCA's in Illinois on April 11, 1966.

The entire questionnaire packet, including questionnaire, letters, and stamped return envelope, was mailed first class.

Follow-up Letter

The mimeographed follow-up letter was mailed April 21, 1966, to all members of the survey population who had not responded except for those in Illinois. The Illinois physical directors were mailed follow-up letters April 30, 1966. The follow-up letter is located in Appendix D.

Design of Study

The survey method of research was used for this study. This method is a valuable method for conducting a study, but it is susceptible to unfortunate possibilities. Davis⁶ reported that the survey is

⁶ Research Methods in Health, Physical Education and Recreation,
M. Gladys Scott, ed., p. 253.

often guilty of "incomplete reporting of the pertinent facts," either because the facts are not uncovered in the data gathering as a result of a lack of interest in those being surveyed, or because they remain unreported by the writer. Davis continued by mentioning that some surveys are financially supported by other individuals who, unfortunately, can then control the reporting of facts.

Good and Scates⁷ stated that versatility and freshness of its

⁷ Carter V. Good and Douglas E. Scates, Methods of Research, p. 614.

returns make the questionnaire an indispensable instrument for securing current information.

The writer felt that the nature of this study and the type of individuals being surveyed eliminated the possibility of unreported facts because of a lack of interest. He also felt that because of the relatively large population to be surveyed and of the wide geographical location of the population, the questionnaire method of research was best suited for this study.

Chapter IV

ANALYSIS OF DATA

Introduction

The data collected through the use of the questionnaire completed by YMCA physical directors and assistant physical directors, concerning their status as physical directors, in the North Central Area and surrounding areas and the interpretation of this data are presented in this chapter.

Analysis of ReturnsQuestionnaires Returned

Table I illustrates the number and percentage of questionnaires returned to the investigator.

Table I

Response to Questionnaires

	Number	Percent
Questionnaires Mailed	76	
Questionnaires actually returned	69	90.7
Questionnaires used in the study	66	86.8
Questionnaires returned blank	3	3.9

The states in which physical directors returning the questionnaires were located are presented in Table II.

Table II
Location by States of Physical Directors
Returning Questionnaires

States	Number	Percent
North Central Area	55	79.7
Iowa	18	26.0
Minnesota	17	24.6
eastern Montana	1	1.4
North Dakota	3	4.3
South Dakota	1	1.4
Wisconsin	15	21.7
Surrounding Area	14	20.2
Illinois	7	10.1
western Montana	3	4.3
Nebraska	3	4.3
Wyoming	1	1.4

Analysis of Data

Personal Data

Personal information concerning the physical directors included in this study is found in Table III.

In this table, it can be seen that the mode age of the North Central Area and surrounding area YMCA physical directors is 24 to 26 years, the range of ages being 21 to 60.

The survey indicated that 95.4 percent of those surveyed were married and that 34.8 percent listed their church preference as Lutheran.

The majority of the physical directors were veterans of the United States Armed Forces.

Table III
Personal Data

	Number	Percent
Age:		
21 - 23	4	6.0
24 - 26	21	31.8
27 - 29	6	9.0
30 - 32	8	12.1
33 - 35	6	9.0
36 - 38	7	10.6
39 - 41	5	7.5
42 - 44	4	6.0
45	1	1.5
53	1	1.5
55	1	1.5
60	2	3.0
Marital Status:		
Married	63	95.4
Single	3	4.5
Church Preference:		
Lutheran	23	34.8
Methodist	14	21.2
Presbyterian	9	13.6
Baptist	6	9.0
Roman Catholic	6	9.0
Congregational	3	4.5
Episcopal	3	4.5
Christian Church	1	1.5
Seventh Day Adventist	1	1.5

Table III continued

	Number	Percent
Military Status:		
Discharged	35	53.0
III A (family deferment)	11	16.6
I Y (physical deferment)	4	6.0
I C (member of armed forces)	4	6.0
I A (available for military service)	3	4.5
II A (occupational deferment)	3	4.5
V A (over age of liability for military service--non veteran)	2	3.0
II C (agricultural deferment)	1	1.5
II S (student deferment)	1	1.5
IV A (sole surviving son)	1	1.5
IV F (not qualified)	1	1.5

Academic Background

Information collected as to the academic background of the respondents is shown in Table IV.

The institutions attended by the physical directors included both liberal arts schools and state supported schools. A number of the individuals attended two or three different institutions; therefore some figures presented in Table IV include the same physical director in more than one category.

Of the 28 physical directors who have YMCA certification, 20 attended either George Williams College or Springfield College. Of these 20, five completed all their undergraduate work at George Williams College and one his undergraduate work at Springfield College.

With only four exceptions, or 6.4 percent of the surveyed population, the physical directors have Bachelor degrees from a college or university. Two of these four men indicated that they had completed three and one-half years of undergraduate study and plan to get their degrees, one "soon" and the other by the fall of 1967.

The number of physical directors possessing Master's degrees is a small minority. Five respondents out of the population surveyed have the Master's degree.

Of the surveyed population, 41 physical directors had met the undergraduate requirements for public school teaching certification.

Table IV

Types of Institutions Attended, Degrees Earned,
Requirements Completed, by Physical Directors
and Number of Non-graduates

	Number	Percent
Institutions:		
Liberal Arts (church affiliated)	22	33.3
State supported	37	56.0
YMCA Colleges		
George Williams College	19	28.7
Springfield College	1	1.5
Degrees Earned:		
Bachelor degrees:		
Bachelor of Science	40	60.6
Bachelor of Arts	20	30.3
Bachelor of Education	1	1.5
Bachelor of Physical Education	1	1.5
Master degrees:		
Master of Education	2	3.0
Master of Science	2	3.0
Master of Arts	1	1.5
YMCA Certification	28	42.4
Completed teaching requirements	41	62.1
Non-graduates	4	6.0

Table V shows that the undergraduate preparation by the physical directors is of a wide variety and that not all directors have a major or minor in health and/or physical education. As can be expected, in some cases, respondents have double majors and/or minors.

Table V
Major and Minor Fields of Study
by Physical Directors
in Undergraduate School

Major and Minor Fields	<u>Major</u>		<u>Minor</u>	
	Number	Percent	Number	Percent
Physical Education	45	61.6	8	10.8
Health	2	2.7	6	8.1
Health & Physical Education	3	4.1	-	
Recreation	1	1.3	3	4.0
Art Education	1	1.3	-	
Biology	1	1.3	12	16.2
Business Administration	4	5.4	3	4.0
Business Education	-		2	2.7
Education	-		5	6.7
Elementary Education	1	1.3	1	1.3
English	2	2.7	2	2.7
Geography	-		2	2.7
Geology	1	1.3	-	
Group Work	-		1	1.3
History	2	2.7	9	12.1
Industrial Arts	-		1	1.3
Journalism	-		1	1.3
Language	-		2	2.7
Mathematics	1	1.3	-	
Physiology	-		1	1.3
Political Science & History	1	1.3	-	
Psychology	2	2.7	3	4.0
Religion & Philosophy	-		1	1.3
Science	-		2	2.7
Social Science	2	2.7	6	8.1
Social Studies	1	1.3	1	1.3
Sociology	3	4.1	2	2.7

The major fields of study of those earning the Master's degree are presented in Table VI.

Table VI
Major and Minor Fields of Study
by Physical Directors
in Graduate School

Major and Minor Fields	<u>Major</u>		<u>Minor</u>	
	Number	Percent	Number	Percent
Physical Education	3	50.0		
Administration	1	16.6	1	33.3
Geology	1	16.6		
Guidance	1	16.6		
Education	-		1	33.3
Educational psychology	-		1	33.3

It was found that no individuals had earned a degree beyond a Master's degree. One respondent had completed 45 hours beyond the Masters, one indicated that he was ten academic hours beyond his Master's degree. The two respondents who wrote theses were those who received the Master of Science degree. These theses were not concerned with the YMCA.

Table VII presents the number and percentage of respondents who have completed YMCA certification requirements.

Table VII

Physical Directors with Certification,
 Number without Certification,
 and Hours Needed for Certification

	Number	Percent
Certification requirements completed	28	42.4
Certification requirements incomplete	38	57.5
Of the 38 non-certified physical directors, the following are the number of hours of professional course work <u>NOT</u> completed for certification:		
up to 5 hours	6	15.7
6 - 10 hours	12	31.5
11- 15 hours	8	21.0
16- 20 hours	7	18.4
21- 25 hours	-	-
26- 30 hours	2	5.2
Non evaluated transcripts	3	7.8

Athletic and Physical Activity Participation

Four physical directors in the surveyed population had not participated in interscholastic or intercollegiate athletics. Table VIII shows the competitive sports activities in which physical directors participated on a high school or college level and the number of physical directors who indicated they had participated in each of these activities.

Table VIII
Athletic Participation by
Physical Directors

Activities	Number
Basketball	36
Football	32
Track and Field	27
Baseball	24
Swimming	14
Gymnastics	9
Tennis	9
Golf	4
Wrestling	4
Volleyball	3
Handball	2

The activities participated in by physical directors were numerous. These activities are similar to those available in various YMCA's throughout the nation. The 28 activities in which the members of the surveyed population indicated they had participated were these:

Handball	Softball
Archery	Track and Field
Volleyball	Judo
Folk and Square dance	Golf
Skiing	Wrestling
Table Tennis	Badminton
Weight training	Football
Physical fitness programs	Basketball
Swimming	Paddleracquets
Gymnastics and Tumbling	Soccer
Paddleball	Fencing
Squash	Rugby
Scuba diving	Rowing
Cycling	Tennis

General YMCA Status

A total of 16 physical directors joined the YMCA staff after leaving teaching positions. Table IX shows the school teaching experience of the physical directors, the grade level at which they taught, and the number of years of teaching experience.

Table IX

Grade Level of Teaching Experience
and Number of Years of Teaching Experience

	Number	Percent
School teaching experience*		
Elementary school	7	29.1
Secondary school	14	58.3
College or university	3	12.5
Years teaching experience		
one	8	50.0
two	3	18.7
three	1	6.2
four	2	12.5
five	1	6.2
nine	1	6.2

* Experience figures do not total 16 because of the fact that a number of the respondents had teaching positions at more than one grade level.

The reasons given for leaving the teaching profession and entering YMCA work were numerous. The most frequently stated reasons were that: the YMCA offered a more desirable inter-relationship between the physical director and those he directs and instructs as

physical director; the YMCA offered a more desirable atmosphere and working conditions and; the objectives of the YMCA were more similar to personal objectives. Better salary opportunities were indicated by four of the 16 directors. One physical director stated that professional and financial growth is more rapid in the YMCA profession. A wider variety of activities, a greater challenge, more opportunity to work with all ages and both sexes, and Christian service were also listed as reasons for leaving the teaching profession for a YMCA career.

None of the surveyed individuals in the population indicated that they had enrolled in a theological seminary, but nine of the respondents stated that they had considered the ministry before joining a YMCA staff.

Why did the directors in the study decide on a YMCA career? A variety of answers were given to this question. The influence of local YMCA personnel was found to be the most frequently stated reason. Former membership experiences, mainly as a youth, was the next most influencing factor. Athletic experience and friends or relatives also stimulated the respondents interest in a YMCA career. Part-time employment experiences in a YMCA and camp work attracted others to the profession. Military service experience had an influence on one of the respondent's decision to join a YMCA staff. Personnel recruiters, as such, apparently had little influence on decisions to enter the YMCA professional ranks.

Table X shows the number of years of service in the YMCA as indicated by the physical directors. The range was from a few months to 40 years. Not represented in the table are seven respondents, one in each of the following number of years of YMCA service: 14, 16, 18, 25, 26, 40, and 41 years.

Table X also illustrates the movement of physical directors from one YMCA to another. Thirty-eight of the respondents have remained in the same YMCA in which they began their professional careers.

Table X

Number of Years Physical Directors Had Been in YMCA Work
and the Number of YMCA's They Have Served

	Number	Percent
Number of years in YMCA service:		
0 - 1 year	13	19.6
2 - 3 years	15	22.7
4 - 5 years	9	13.6
6 - 7 years	11	16.6
8 - 9 years	5	7.5
10-11 years	3	4.5
12-13 years	3	4.5
Number of YMCA's physical directors had served during their careers:		
1 YMCA	38	57.5
2 YMCA's	15	22.7
3 YMCA's	7	10.6
4 YMCA's	3	4.5
5 YMCA's	1	1.5
6 YMCA's	-	
7 YMCA's	1	1.5
8 YMCA's	1	1.5

The number of physical directors and the number of years they had been serving the YMCA by which they were currently employed during the time this survey was conducted is shown in Table XI. One of the directors had been in the YMCA he was serving at the time of this survey for 23 years and another respondent, 38 years.

The number of years the directors have been physical directors in the YMCA by which they were currently employed during the time this survey was taken is also shown in Table XI.

Table XI

Number of Years Employment in the Current
YMCA and the Number of Years Employed
as Physical Director in the Current YMCA

	Number	Percent
Number of years of service in the YMCA currently employed in during the time this study was conducted:		
0 - 1 year	25	37.8
2 - 3 years	18	27.2
4 - 5 years	8	12.1
6 - 7 years	6	9.0
8 - 9 years	2	3.0
10-11 years	2	3.0
12-13 years	2	3.0
14-15 years	1	1.5
Number of years as physical director in YMCA currently employed in at the time this study was conducted:*		
0 - 1 year	28	42.4
2 - 3 years	19	28.7
4 - 5 years	10	15.1
6 - 7 years	1	1.5
8 - 9 years	1	1.5
10-11 years	1	1.5
12-13 years	2	3.0
14-15 years	2	3.0
25 years	1	1.5

* One respondent failed to complete this question.

Table XII shows the positions previously held within the YMCA prior to becoming a physical director. Nineteen respondents indicated that they had held other positions in the YMCA. The total number of

directors represented in the table exceeds 19, an indication that two or three different positions were held by some directors before becoming the physical director.

Table XII
Positions Held in the YMCA Prior
to Becoming Physical Director

Position	Number
Aquatics Director	12
Youth Secretary	9
Adult Programming Director	8
Youth Programming Director	6
Camp Director	6
Boy's Department Secretary	5
Health Service Director	4
Administration	2

The physical directors included in this study came to the YMCA from a wide variety of occupations, the largest number of directors coming directly out of colleges and universities. Approximately 66 percent were students; the remaining 34 percent came from the following 15 occupations:

Teaching	U.S. Air Force
Recreation director	Product control analyst
Boy's work and community	Insurance representative
center camp director	Telephone company
Petroleum product lease	Sales work
broker	Oil company geologist
Store manager	High school athletic
Physical Instructor, U.S. Navy	director
U.S. Army	Common labor work

Of those directors who joined a YMCA staff from an occupation outside the YMCA, nine indicated they received a salary increase and ten indicated they accepted the position with a decrease in salary.

No respondent who became the physical director from another position within the YMCA received a salary decrease when they accepted the position.

Responsibilities

The administrative responsibilities of the physical director are many, and not all responsibilities are concerned with the YMCA physical education department. The following list encompasses the 13 administrative responsibilities of the physical director as indicated in this survey. The first six items listed were most frequently indicated on the questionnaire.

Activity programming	Conduct occasional staff meetings
Budget preparation and expenditures for the department	Direct church leagues
Hiring part-time personnel	Staff supervision
Public relations for the department and the entire YMCA	Facility maintenance
Legal liabilities	Membership campaigns
	Organizing committees
	Reports
	Youth Corps

Table XIII shows the activities in which physical directors had scheduled instructional duties. Instructional responsibilities of the YMCA physical directors also vary widely between YMCA's. Scheduled instructions most frequently indicated by respondents were physical fitness, volleyball, and swimming.

Table XIII
Areas of Scheduled Instructional
Duties and the Number of
Directors Having Those Duties

Activities	Number
Physical Fitness	57
Volleyball	50
Swimming	48
Handball	36
Wrestling	14
Archery	11
Weight Lifting	9
Basketball	7
Gymnastics	7
Judo	5
Physical Education classes	4
Badminton	3
Golf	1
Tumbling	1
Squash	1
Folk and Square Dance	1

In Table XIV, the sports coached by the surveyed physical directors are shown, as well as the number of directors who coach these activities. It was found that 38 physical directors had coaching duties with competitive activities, with volleyball, swimming, and basketball being the most frequently coached sport.

Table XIV
Sports Coached by
YMCA Physical Directors

Activities	Number
Volleyball	23
Swimming	20
Basketball	18
Gymnastics	3
Handball	2
Track	2
Badminton	1
Softball	1
Water Polo	1
Wrestling	1

General Personal Job Information

Table XV shows the length of the work week of the physical directors surveyed. The majority of the YMCA physical directors work a six day week. Four respondents failed to include this information in their reply.

Table XV
Days Per Week Worked
by Physical Directors

Work Week	Number	Percent
5 days	1	1.5
5-1/2 days	4	6.0
6 days	54	81.8
7 days	3	4.5

Table XV shows that the occurrence of workweeks of five, five and one-half, and seven days was indicated in only five instances. Further study of data received revealed that the five-day week did not include Saturday or Sunday work, but the five-and-one-half-day week did include a half day on Saturday. The six-day workweek included Sunday in two cases only. One individual indicated that he worked every other Sunday, but other directors stated that they "occasionally" worked on Sundays.

In Table XVI, the average number of hours worked per day and hours per week are shown. The nine-hour work day is most common among the largest number of physical directors. The mode number of average hours worked per week is 56 to 60. Four respondents failed to include this information in their reply.

Table XVI
Average Hours Worked by
YMCA Physical Directors

	Number	Percent
Hours per day		
7 hours	2	3.0
8 hours	6	9.0
9 hours	26	39.3
10 hours	17	25.7
11 hours	7	10.6
12 hours	3	4.5
13 hours	1	1.5
Hours per week		
40 - 45 hours	5	7.5
46 - 50 hours	15	22.7
51 - 55 hours	10	15.1
56 - 60 hours	21	31.8
61 - 65 hours	11	16.6

The number of nights worked per week and the average number of hours worked on each of these nights is shown in Table XVII. The table indicates that the majority of the directors work three nights a week. An average of three to four hours is required on these nights. Four respondents failed to include this information in their reply.

Table XVII
Average Nights Worked and the
Number of Hours Worked on These Nights

	Number	Percent
Nights worked per week:		
1 night	1	1.5
2 nights	19	28.7
3 nights	37	56.0
4 nights	3	4.5
5 nights	1	1.5
6 nights	1	1.5
Average hours worked each night:		
2 hours	9	13.6
3 hours	26	39.3
4 hours	19	28.7
5 hours	6	9.0
6 hours	2	3.0

Table XVIII shows the salaries of the surveyed physical directors. The table lists both the starting salaries and current salaries. The current salaries are ranked in order from the low of \$3,700 to a high of \$12,500. Also listed are the physical directors who are certified YMCA secretaries and the number of years of YMCA service. The question marks which appear throughout the table indicate a failure on the part of the respondent to include this information in his reply.

Table XVIII

Starting and Current Salaries of Certified and Uncertified

YMCA Physical Directors and

Years of YMCA Service

Starting Salary	Certified	Years of Service	Current Salary
\$3,500	no	4	\$3,700 np
\$4,000	no	6	\$4,700 n
\$4,200	no	1 1/2	\$5,000 na
\$5,200	no	2	\$5,400 n
\$5,200	no	1	\$5,500
\$5,500	no	3/4	\$5,500 a
\$5,000	no	1 1/2	\$5,550 a
\$5,100	no	2	\$5,600
\$4,800	?	2	\$5,600 a
\$5,000	no	1 1/2	\$5,600 a
\$5,600	no	1	\$5,600 a
\$5,300	no	1	\$5,650
\$5,200	no	2	\$5,700
\$5,400	no	1	\$5,700
\$5,100	no	2	\$5,740
\$5,000	no	3	\$5,800 a
\$5,500	no	1 1/2	\$5,800
\$5,400	no	1 1/2	\$5,800
\$5,500	no	1/2	\$5,800 a
\$5,500	no	1/2	\$5,800 a
\$6,000	no	3/4	\$6,000
\$6,000	yes	?	\$6,000 a
\$4,800	no	4	\$6,300
\$5,800	no	1	\$6,300
\$5,500	no	3	\$6,400
\$5,200	no	3	\$6,400
\$6,000	no	2	\$6,500 a
\$5,300	no	3	\$6,600 a
\$5,400	no	2	\$6,600
\$4,800	no	3 1/2	\$6,700 a
\$6,300	yes	5	\$6,800
\$5,000	no	4	\$6,800
\$6,200	?	3	\$6,800
\$4,800	no	5	\$6,820 a

Table XVIII continued

Starting Salary	Certified	Years of Service	Current Salary
\$4,900	yes	16	\$7,000
\$4,100	no	7	\$7,000
\$5,800	yes	4 1/2	\$7,000
\$2,000	yes	40	\$7,200
\$4,000	yes	8	\$7,200
\$4,500	yes	7 1/2	\$7,200
\$6,750	no	6 1/2	\$7,200
\$4,800	no	5	\$7,200 a
\$5,300	yes	3	\$7,200
\$7,000	no	2	\$7,200
\$4,800	no	6	\$7,500
\$6,500	yes	3*	\$7,500
\$4,200	yes	11	\$7,600
\$4,500	yes	7	\$7,750
\$6,000	yes	4	\$7,800
\$4,500	yes	25	\$7,900
\$6,000	yes	9	\$8,000
\$7,500	yes	8	\$8,000
\$5,600	no	6	\$8,000
\$4,400	yes	8	\$8,100
\$4,450	yes	9	\$8,300
\$4,800	yes	7	\$8,500
\$7,000	yes	6 1/2	\$8,600
\$2,400	yes	41	\$8,700
\$3,000	yes	18	\$8,840
\$3,300	yes	12 1/2	\$9,500
\$6,000	yes	12	\$9,800
\$3,000	yes	26	\$12,500 m

* Physical director worked a number of years outside the YMCA between his third and fourth year in YMCA service.

a: Signifies an assistant physical director.

m: Signifies a physical director who is a member of a metropolitan board which oversees all YMCA physical education programs within a city.

- n: Signifies a physical director who does not possess a Bachelor's degree. (non-graduate)
- p: Signifies a physical director who is employed on a part-time basis.

Four respondents failed to include information on their salaries in their reply.

Table XIX shows the salaries of all the physical directors in the study, grouped according to the size of the city in which they are employed. The salaries are ranked in order from the lowest to the highest salary.

Table XIX
Salaries of Physical Directors
in Cities of Various Sizes

100,000 and over*	50,000 to 100,000*	25,000 to 50,000*	Under 25,000*
\$5,000	\$3,700	\$5,400	\$4,700
\$5,550	\$5,500	\$5,600	\$5,600
\$5,600	\$5,500	\$5,700	\$5,650
\$5,600	\$6,000	\$5,700	\$5,700
\$5,800	\$6,600	\$6,300	\$5,800
\$5,800	\$6,800	\$6,400	\$5,800
\$5,800	\$6,800	\$6,400	\$6,400
\$6,000	\$7,200	\$6,800	
\$6,500	\$7,200	\$6,800	
\$6,600	\$7,500	\$7,000	
\$6,700	\$7,750	\$7,000	
\$7,000	\$7,900	\$7,200	
\$7,200	\$8,000	\$7,200	
\$7,200	\$8,300	\$7,200	
\$7,500	\$9,800	\$7,800	
\$7,600		\$8,000	
\$8,000			
\$8,100			
\$8,600			
\$8,840			
\$8,700			
\$8,500			
\$9,500			
\$12,500			

* Population based on figures found in the Commercial Atlas and Marketing Guide, Ninety-Sixth Edition - Rand McNally & Company, Chicago, 1965.

The quartile variations are shown in Table XX and are based upon the salaries of all physical directors as presented in Table XVIII. Data received from two respondents were eliminated from the computations as listed in Table XX. One respondent receives a salary of \$12,500 for services as the physical director on a metropolitan board. The second respondent eliminated from this computation was one who is employed on a part-time basis.

Table XX
Variations in Salaries
By Quartiles

Quartile	Salary
Q ₁	\$5919.50
Q ₂	\$6819.50
Q ₃	\$7719.50

The average salary of the physical directors included in this research according to the size of the city in which they are employed is shown in Table XXI. Data were computed from the data presented in Table XIX, excluding the \$12,500 and \$3,700 salaries.

Table XXI
Average Salaries of Physical Directors
Grouped According to City Size

City Population	Average Salary
100,000 and over	\$7030.00
50,000 - 100,000	\$7203.57
25,000 - 50,000	\$6656.25
Under 25,000	\$5664.29

The study further indicated that salary increments in the YMCA's employing physical directors were based on several different factors, the most frequently indicated being achievement and merit. Salaries were also based on tenure in years, new responsibilities, "across the board" raises, certification, education, and the funds available.

Annual salary increments were found to be quite prevalent among the physical directors, with only twelve out of the entire population indicating that they did not receive an annual salary increment.

Table XXII shows the number of physical directors who received more, less, and "about the same" salary as other YMCA staff members. In comparing the physical director's salary with that of the

other full time staff members, it was found that 16 physical directors received a higher salary than other staff members.

Table XXII

Physical Director's Salary as Compared with
That of the Other Full-time Staff Members

Salary Comparison	Number
More	16
Less	15
About the same	26
Uncertain	9

All the physical directors surveyed received an annual vacation with regular pay, and only five directors stated that their vacation time was not negotiable. Every director received at least two weeks annual paid vacation, with 16 physical directors receiving four weeks. Two-week and three-week vacations were indicated by an equal number of the balance of the respondents.

The YMCA offers its employees a number of fringe benefits, as is shown in Table XXIII. Only data from YMCA's which have fringe benefits are listed in this table. The numbers in the table refer to the number of respondents receiving the benefit. The heading "arrangement" refers to the amount of the cost of the benefit which is paid by the YMCA for the physical director.

Table XXIII
Fringe Benefits Available to
YMCA Physical Directors and
Payment Arrangement

	<u>Arrangement--YMCA pays</u>		
	All	Part	None
Hospitalization Insurance	5	42	9
Life Insurance	2	20	15
Retirement Fund	2	57	1
AOS (Association of Secretaries)	31	17	9
Certification Expenses	24	28	2
Conference Expenses	51	10	
Traveling Expenses	43	17	

Problems confronting the Physical Director

As previously stated, the educational background of YMCA physical directors vary greatly. Of the entire population surveyed, 12 respondents specifically stated that their educational background was not adequate, and others indicated that formal education should not cease while they were in the profession.

Table XXIV shows the areas of formal education in which the physical directors felt that they should have had more training and preparation.

Table XXIV
Areas in Which Directors Felt
a Need for More Training

Areas	Number
Physical Education	
Skills Teaching	12
Teaching Techniques	13
Personal physical skills	14
Administration	42
Psychology	15
Guidance and Counseling	23
Sociology	12
Finance	43
Personnel management	3
Public Speaking	1
Statistical Analysis	1
Research	1

Three directors who were uncertified felt a need for such courses as religion and YMCA philosophy and history, which are required for certification. One respondent stated that he felt that too many colleges are stressing the coaching of major sports rather than offering a broad curriculum of physical activities.

The most prominent problems or frustrations confronting the physical directors during their careers, as stated by the surveyed population, appear in Appendix E.

The most satisfying experiences of physical directors included in this study appear in Appendix F, as they were stated in each respondent's reply.

Chapter V

SUMMARY

Problem

The purpose of this study was to determine the status of Young Men's Christian Association physical directors and assistant physical directors in the North Central Area and other selected Young Men's Christian Associations in surrounding areas.

Data

The 66 physical directors included in this study were employed by YMCA's in Illinois, Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota, Wisconsin, and Wyoming.

The data that were collected through the use of a questionnaire revealed personal information concerning YMCA, the physical director and his position.

Findings

The following data were revealed in this research.

1. The mode age of the physical directors is 24 - 26, or 31.8 percent of the population falling into this category. Only three, or 4.5 percent, of the physical directors are not married. Church preference was listed as being Lutheran by 34.8 percent of the respondents. More than half, 53 percent, of the population are veterans.

2. The academic background of the surveyed physical directors varies greatly, with only one respondent indicating that he had attended Springfield College and 19 stating that they had attended George Williams College. Four respondents, or 6 percent, did not graduate from college; all other respondents have Bachelor's degrees, and five possess Master's degrees.

3. Majors and minors in physical education in undergraduate school were indicated by 45 and eight members, respectively.

4. Three of the five who hold Master's degrees majored in physical education in graduate school.

5. The majority, 57.5 percent, of the physical directors have not completed YMCA certification requirements. Of this majority, 31.5 percent of the respondents are six to ten academic hours from certification.

6. All but four respondents participated in interscholastic or intercollegiate athletics which included 11 different sports.

7. A total of 16 physical directors had school teaching experience, with eight having taught for a period of one year.

8. The largest number of respondents have been in YMCA work for a period of a few months to three years, and 38 have remained with the same YMCA since the beginning of their professional YMCA careers.

9. Forty-three of the physical directors served a few months to three years in the YMCA by which they were currently employed during the time this study was conducted. A large percentage, 42.4 percent, of the respondents have been the physical director in the YMCA in which

they are currently employed for a period of up to one year.

10. Nineteen respondents occupied various other positions in the YMCA before becoming physical director. The position of aquatics director was most frequently indicated as being the position they held prior to accepting the position of physical director.

11. A total of 16 activities and classes was indicated as being those in which respondents had scheduled instructional duties.

12. Volleyball, swimming, and basketball are the most frequently coached sports of the ten activities indicated by 38 physical directors who stated they had coaching duties.

13. The six-day workweek is common among 81.8 percent of the respondents.

14. A nine- and ten-hour workday was indicated by 65 percent of the physical directors, and the largest number of respondents stated that they worked a 56 to 60 hour week.

15. Fifty-six percent of the physical directors work an average of three nights per week and work an average of three to four hours on each of the three nights.

16. Salaries of the respondents range from \$3,700 to \$12,500.

17. Salaries range from \$5,000 to \$12,500 in cities with a population of 100,000 and over. In cities with a population of 50,000 to 100,000, salaries range from \$3,700 to \$9,800. Salaries range from \$5,400 to \$8,000 in cities of a population of 25,000 to 50,000. In cities of a population under 25,000, salaries range from \$4,700 to \$6,400.

18. Fifty percent of the salaries, as stated by the respondents, are over \$6,819.50. Salaries over \$7,719.50, the third quartile, are received by 25 percent of the physical directors, and 25 percent received less than \$5,919.50, the first quartile.

19. The average salary of physical directors in cities with a population over 100,000 is \$7,030; the average is \$5,664.29 for physical directors in cities of a population under 25,000.

20. Salaries received by the physical directors were indicated as being "about the same" as the other full-time staff members by 26 respondents and 15 stated that they received less than the other staff members.

21. The YMCA offers the physical director a number of fringe benefits such as hospitalization insurance, life insurance, a retirement fund, and certification expenses. The YMCA absorbs at least part of the cost of these benefits to the physical director in most cases and even all of the expenses in a number of the other cases.

22. The respondents stated that they desired more knowledge in various areas of study, with finance and administration being indicated as the areas in which the majority of the respondents felt inadequate.

Summary and Implications

The data presented in this study and personal comments as stated by the respondents suggest to the writer that a career in the YMCA is one of great interest, self-reward, challenge, and variety. It is a career that attracts young men as evidenced by the highest single percentage of the physical directors in this study being between the ages of 24 and 26. The youthfulness of the physical directors indicates a high personnel turnover which provides ever-increasing opportunities for more and more young men.

There are opportunities for those not possessing a college degree, although 94 percent of the physical directors in this study were college graduates. Opportunities exist for graduates with majors in any combination of fields, although it is definitely a disadvantage to the individual not having a major or minor in physical education. The physical director needs experience and/or a knowledge of some 20 to 30 sports and activities, as listed by the physical directors surveyed in this study.

As revealed in this study, a YMCA career lured 16 of the respondents in this study from school teaching positions. Reasons stated for leaving teaching included ones such as these: the YMCA offers a more desirable interrelationship between the staff member and those he directs and instructs; the YMCA offers a more desirable atmosphere; a YMCA career offers endless opportunity for challenge and creativity; and Christian service.

For the individual who is interested, coaching opportunities are available in a YMCA professional career.

Salaries are based upon the funds available to the local YMCA from year to year. Salaries paid physical directors in the North Central Area and surrounding areas of the United States range from \$3,700 on a part-time basis up to \$12,500 for an administrative position. Salary opportunities are definitely improved with YMCA certification and experience. Salary opportunities are greater in larger cities, brought about by the larger YMCA memberships and funds available.

Annual paid vacation time ranges from two weeks to four weeks. Other fringe benefits are available through the YMCA to its employees, including hospitalization and life insurance, retirement funds, and certification expenses.

The individual seeking a career as a physical director in the YMCA should have an understanding of finances, administration, and budgeting, in addition to the various aspects of the field of physical education and working with people.

A YMCA career is one of great service to mankind. The working day is long and salaries are low, but monetary rewards are overshadowed by personal rewards -- the self satisfaction of surmounting challenges, working with, guiding, and watching youth grow in a Christian atmosphere.

Recommendations for Further Study

It is recommended that a similar study be conducted which would include all ten areas of the national organization of the Young Men's Christian Association.

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APPENDICES

Appendix A

Questionnaire

Personal Data

1. Age: _____
2. Marital Status:

<input type="checkbox"/> Single <input type="checkbox"/> Married	Other: _____
---	--------------
3. Church preference:

<input type="checkbox"/> Catholic <input type="checkbox"/> Lutheran <input type="checkbox"/> Methodist <input type="checkbox"/> Presbyterian <input type="checkbox"/> Congregational	<input type="checkbox"/> Christian <input type="checkbox"/> Baptist <input type="checkbox"/> Jewish Other: _____
--	---
4. Military Service:
 - a. Have you served with the military forces? yes _____ no _____
 - b. What is your present military status? _____

Academic Background

1. Undergraduate preparation:
 - a. Institution(s): _____
 1) Major(s): _____
 2) Minor(s): _____
 - b. Did you graduate? yes _____ no _____
 - 1) If "no", how many years did you complete? _____ years.
 - 2) If "yes", what undergraduate degree did you earn?
☐ BA ☐ BS ☐ BEd Other: _____
 - c. Did you meet all requirements to teach in public schools?
 yes _____ no _____
2. Graduate study preparation:
 - a. Institution(s): _____
 1) Major(s): _____
 2) Minor(s): _____

- b. Did you graduate? yes no
- 1) If "no", how many hours have you completed? hours.
- 2) Was a thesis required for the degree? yes no
- 3) If "yes", is your thesis completed? yes no
- 4) Are you working on your thesis now? yes no
- 5) If you wrote, or are writing a thesis, was it concerned with YMCA research? yes no
- 6) What degree did you earn?
- MS MA MEd
- 7) What year was your Master's degree granted?

3. How many hours have you completed beyond your Master's? _____ hours.

4. Have you earned an advanced degree other than a Master's?
yes no

_____ Degree _____ (year)
_____ Degree _____ (year)

5. Do you have your YMCA certification? yes no
If "no", how many hours of certification courses are you from
being certified? hours.

Athletic and Physical Activity Participation

1. Did you compete in interscholastic or intercollegiate athletic competitive sports? yes no

If "yes", what sports?

<u>Football</u>	<u>Swimming</u>
<u>Basketball</u>	<u>Gymnastics</u>
<u>Baseball</u>	<u>Tennis</u>
<u>Track and Field</u>	<u>Golf</u>
<u>Wrestling</u>	<u>Other(s):</u>

2. What physical activities have you taken part in?

<u> </u> Handball	<u> </u> Skiing
<u> </u> Archery	<u> </u> Table Tennis
<u> </u> Volleyball	<u> </u> Weight Training
<u> </u> Folk and Square dance	<u> </u> Physical Fitness program
<u>Other(s):</u>	

General YMCA Status Information

1. Do you have public school teaching experience? yes ☐ no ☐
 - a. If "yes", Elementary school? ☐, Secondary school? ☐,
College or University? ☐.
 - b. How many years have you taught? years.
2. If the answer to question number "1" is "yes", why did you decide to leave teaching and enter into the YMCA profession? Did you feel the YMCA offers: (please answer yes or no)
 - a. ☐ a more desirable inter-relationship between you and those you are directing and instructing.
 - b. ☐ a more desirable atmosphere and working conditions.
 - c. ☐ more desirable personal and institutional objectives.
 - d. ☐ better salary opportunities.
 - e. Other(s):
3. Prior to entering into the YMCA profession, did you consider the ministry? yes ☐ no ☐

If "yes", were you ever enrolled in a seminary? yes ☐ no ☐
4. How or who first aroused your interest in the YMCA as a career?
 - a. ☐ Former membership experiences. As an adult member ☐.
 - As a youth member ☐.
 - b. ☐ Athletic experience.
 - c. ☐ Friend or relative.
 - d. ☐ YMCA personnel.
 - e. ☐ YMCA personnel recruiter or representative.
 - f. Other(s):
5. How long have you been in YMCA work? years.
6. How many YMCA's have you been associated with as an employee?
7. How long have you been in the YMCA you are now serving? years.
8. How long have you been the Physical Director of the YMCA you are now serving? years.
9. Have you occupied any other position in the YMCA, other than that of Physical Director? yes ☐ no ☐

Please check immediate previous position:

 - a. ☐ Youth Secretary
 - b. ☐ Youth Programming Director
 - c. ☐ Boy's Dep't Secretary
 - d. ☐ Aquatics Director
 - e. ☐ Adult Programming Director

f. Health Service Director

g. Other: _____

10. Please state the type of position you had prior to joining the YMCA staff: _____
11. If you occupied a position in the YMCA previous to that of Physical Director, did you take a salary cut when you accepted the job of Physical Director? yes _____ no _____
12. If you came into the Physical Directorship from outside the YMCA, did you receive a salary cut? _____ increase? _____ (check one)

Responsibilities

1. What administrative duties do you have?
- Activity programming.
 - Budget preparation and expenditures for the department.
 - Hiring part time personnel.
 - Public relations for the department and entire YMCA.
 - Legal liabilities.
 - Conduct occasional staff meetings.
 - Other(s): _____
2. Do you have instructional duties at scheduled times for the following?
- | | |
|----------------------------|---------------------------|
| a. <u>Wrestling</u> | e. <u>Archery</u> |
| b. <u>Weight lifting</u> | f. <u>Handball</u> |
| c. <u>Physical Fitness</u> | g. <u>Swimming</u> |
| d. <u>Volleyball</u> | h. <u>Other(s):</u> _____ |
3. Are you responsible for coaching a competitive sport for the YMCA? If "yes", what sport(s)? yes _____ no _____
- | | |
|----------------------|---------------------------|
| a. <u>Swimming</u> | d. <u>Basketball</u> |
| b. <u>Volleyball</u> | e. <u>Other(s):</u> _____ |
| c. <u>Wrestling</u> | |

General Personal Job Information

1. How many days a week do you normally work? _____ days.
- If 5 days or less, does this time include Saturdays? _____
Sundays? _____

- b. If 6 days a week, does this time include Saturdays? _____
Sundays? _____
2. How many hours do you normally work each day? _____ hours.
3. How many hours do you usually work a week? _____ hours.
a. Does your job schedule include night work? yes _____ no _____
b. If "yes", how many nights a week do you usually work? _____ nights
How many hours do you average on these nights? _____ hours.
4. As Physical Director, what was your starting annual salary? \$ _____
5. What is your current annual salary? \$ _____
6. On what are salary increments based?
a. _____ Tenure in years.
b. _____ Achievement or merit.
c. _____ New responsibilities.
d. _____ "Across the board" raises.
e. _____ Certification.
f. Other(s): _____
7. Do you receive an annual increment? yes _____ no _____
8. How does your salary compare with the average salary of the other full time staff members?
a. _____ More
b. _____ Less
c. _____ About the same
d. _____ Uncertain
9. Do you get an annual vacation? yes _____ no _____
a. How many weeks vacation are granted? 1 _____ 2 _____ 3 _____ 4 _____
b. Do you receive regular pay while on vacation? yes _____ no _____
c. Is your vacation date negotiable? yes _____ no _____
10. What fringe benefits does your local YMCA make available to you?
- | Benefits | Arrangement--"Y" pays: | | |
|--|------------------------|------------|------------|
| | All | Part | None |
| a. _____ Hospitalization | _____ All | _____ Part | _____ None |
| b. _____ Life Insurance | _____ All | _____ Part | _____ None |
| c. _____ Retirement | _____ All | _____ Part | _____ None |
| d. _____ Professional Membership (ACS) | _____ All | _____ Part | _____ None |
| e. _____ Certification Expenses | _____ All | _____ Part | _____ None |
| f. _____ Conference Expenses | _____ All | _____ Part | _____ None |
| g. _____ Traveling Expenses | _____ All | _____ Part | _____ None |

Problems Confronting the Physical Director

1. Has your educational background been adequate to effectively do your job? yes _____ no _____

2. In what areas do you feel you should have more background preparation?

a. _____ Physical Education

1) _____ Skills teaching

2) _____ Teaching techniques

3) _____ Personal physical skills

4) _____ Administration

b. _____ Psychology

c. _____ Guidance and Counseling

d. _____ Sociology

e. _____ Finance

f. _____ Other(s): _____

3. What was (or is) your biggest problem or frustration during your career as a YMCA Physical Director?

4. What has been your most satisfying experience as a YMCA Physical Director?

*Would you like to have a copy of the findings of this research?

yes _____

COMMENTS:

Appendix B

Letter of Introduction

March 30, 1966

Dear Physical Director:

Enclosed is a letter and questionnaire from Mr. David Waggoner who is a graduate student in Physical Education here at South Dakota State University. For his Master of Science Degree thesis in Physical Education, he is conducting a status survey of YMCA Physical Directors. The survey information will be used to determine the status of the Directors, and hopefully, the study itself will be used by interested persons within the YMCA as well as those who are considering a YMCA career.

We, as Physical Educators outside of the YMCA, realize the importance of your Physical Education program and its great contribution to our profession. For this reason, we are interested in you and your profession.

I urge you to read Mr. Waggoner's letter and to fill out and return the enclosed questionnaire.

S. J. Marshall
Director of Athletics
and Physical Education,
South Dakota State University

Appendix C

Letter of Explanation and Purpose

March 30, 1966

Dear YMCA Physical Director:

As one who is planning to enter into a YMCA career, I am interested in doing research concerning a phase of the YMCA for my Master of Science Degree thesis in Physical Education at South Dakota State University.

I am asking for your personal assistance as a YMCA Physical Director, in securing data which I will use as the basis for this thesis. The study is entitled "A Status Study of YMCA Physical Directors in the North Central District and Other Selected YMCA's in Neighboring States."

This study should be helpful for recruiting purposes for the YMCA and for informing and guiding prospective YMCA personnel. All YMCA personnel with whom I have corresponded concerning this topic have indicated an interest in a study of this type. Because of your position and concern for the YMCA profession, I hope you will be enthusiastic about the reception of this questionnaire, complete it as accurately as possible, and return it to me in the enclosed envelope within a few days.

If this study is to be completed and be valid, I must have each and every questionnaire completed and returned to me. Because the number of Physical Directors being surveyed is quite small, failure of a single completed questionnaire to be returned will greatly reduce the return percentage and therefore decrease the validity of this study.

It is also important that every question be answered--I assure you that all information will be kept completely confidential, so please feel free to answer all questions.

Because of the nature of this study and the individuals being surveyed, I am confident in getting a one-hundred percent return.

Thank you for your interest and cooperation.

Sincerely,

David L. Waggoner
Dep't of Physical Education,
Graduate Division
South Dakota State University
Brookings, South Dakota

Appendix D

Follow-up Letter

April , 1966

Dear Physical Director:

Some time ago I mailed to you a questionnaire concerning you and your status as a YMCA Physical Director. My records indicate that you have not returned the completed questionnaire to me.

If you have misplaced the questionnaire, please inform me of this situation immediately and I will mail another copy to you. I would greatly appreciate having you complete the questionnaire and return it to me at your earliest convenience, as my Master's degree thesis is dependent upon your response.

Please disregard this reminder if your questionnaire is in the mail.

Thank you for your time and cooperation.

Sincerely,

David L. Waggoner
719 8th Street
Brookings, South Dakota

Appendix E

PROBLEMS OR FRUSTRATIONS

CONFRONTING THE PHYSICAL DIRECTOR

Direct quotations from the physical directors surveyed:

Adaptation to committee work and volunteer program administration.

Narrow minded staff not wishing program expansion.

Old fashioned ideas of staff and their lack of drive for the top.

Low pay -- many hours.

Work load.

Lack of formal religious training.

Understanding and initiating the Christian emphasis of the YMCA.

Getting jobs done through staff help; lack of communication.

Consistent part-time help; obtaining capable and dependable volunteers.

Hours on the job and lack of recognition of subordinate's success by his superior.

Maintenance.

Just "cranking" out a program and not really achieving the purpose of the YMCA.

Completing certification requirements.

The endless challenge -- job is as big as a person wants it to be.

Too much detail work and involvement outside physical department.

Not being able to leave the job at the office.

Conflicts with several secretaries.

Money -- motivation.

Not enough time to do what you would like to do.

Maintaining participants the year-a-round.

Scheduling competitive games for the men.

Unsatisfiable members.

To make the best use of resources and getting the job done effectively.

New community.

Lack of knowledge in physical fitness.

Promotion of programs and consistent responses.

Improving many personal areas of inadequacy.

Staff turn-over.

Petty jealousies of other staff members.

Empire building by other staff members.

Theft problems.

Association not eliminating those not doing their job.

Appendix F

SATISFYING EXPERIENCES OF

YMCA PHYSICAL DIRECTORS

Direct quotations from the physical directors surveyed:

Running an open wrestling tournament.

Winning the Outstanding Physical Director Award for 1965.

Watching youth grow in skill.

All of it.

Seeing the spirit of youth in participation.

Seeing youth grow to maturity and physical fitness testing.

Being physical director for 1965 National Volleyball Championship.

Relationship with the members, both youth and adult.

Motivating people in the community.

Working with people.

Developing program for family groups and public relations with businessmen.

Seeing program being accepted by members. Seeing increased fitness.

Having youth confide in me and discuss problems.

Still searching.

Having youth step up to you and say "I like you...".

Satisfaction of Christian service.

Confidence placed in me by lay people.

Developing a new program from the beginning.

Certification -- promotion to physical director.

New responsibilities.

Freedom in program and work time.

Working with Jr. Leader's Club and aiding in training new staff personnel.